

CITY OF ARCADIA
BENEFITS SUMMARY – FIRE SAFETY MANAGEMENT EMPLOYEES
BATTALION CHIEF – DEPUTY FIRE CHIEF
(04/01/2014 - 6/30/2018)

RETIREMENT – CalPERS

Optional contract benefits include:

- Post-Retirement Survivor Allowance § 21624 & 21626
- Fourth Level of 1959 Survivor Benefits § 21574
- Credit for Unused Sick Leave § 20965
- Pre-Retirement Option 2W Death Benefit § 21548 (employee pays .110% cost share)
- Military Service Credit as Public Service § 21024
- Military Service Credit for Retired Persons § 21027

Tier I Retirement Benefits (hired prior to 07/01/2011)

- 3% @ 50 formula
- EPMC: 9% paid by City is reported as special compensation
- Employee pays 9% of employer cost through cost-share
- Single highest year calculation
- For eligible employees: employee & spouse retiree medical benefit until Medicare eligibility

Hybrid Retirement Benefits (hired 7/1/2011-10/8/2011)

- 3% @ 50 formula
- Single highest year calculation
- 9% Employee Share paid by Employee

Tier II Retirement Benefits (hired on or after 10/9/2011)

- 3% @ 55 formula
- 3 Year Final Compensation
- 9% Employee Share paid by Employee

New CalPERS Members PEPRA (hired on or after 01/01/2013)

- 2.7% @ 57 formula
- 3 Year Final Compensation
- 12% Employee Share paid by Employee (50% of normal cost)

SICK LEAVE

12 hours per month (24-hr shift employees)

8 hours per month (not on 24-hr shift)

No Buyback

ADMINISTRATIVE LEAVE

0 – 80 hours per year

VACATION

BC's

<u>Yrs of Srvc</u>	<u>Hrs pp</u>	<u>Hrs Yr</u>	<u>Maximum Accrual</u>
0-10	6.924	180	450
11-15	10.154	264	660
15+	11.076	288	720

BC (40 hour work week) City will buy back vacation not to exceed 100 hours.

BC (56 hour work week) City will buy back vacation not to exceed 150 hours.

DFC

<u>Years of Service</u>	<u>Hrs pp</u>	<u>Hrs Year</u>	<u>Max Accrual</u>
0-10	4.616	120	400
11-15	6.77	176	440
15+	7.69	200	500

DFC City will buy back vacation not to exceed 100 hours.

CITY PAID BIENNIAL PHYSICAL

Currently provided at Arcadia Methodist Hospital

UNIFORM

\$655 per year reported to CalPERS as special compensation

COMPUTER LOAN PROGRAM

Up to \$2,500 interest free loan and payroll deduction

HOLIDAYS

BC (56 hr work week)

New Year's Day

MLK, Jr. Day

President's Day

Cesar Chavez Day

Memorial Day

Independence Day

Labor Day

Admission Day

Columbus Day

Thanksgiving Day

Day After Thanksgiving

Christmas Day

DFC (hours vary each year)

New Year's Day

President's Day

Memorial Day

Independence Day

Labor Day

Veteran's Day

Thanksgiving Day

Friday following Thanksgiving Day

Christmas Day

Christmas Eve (4 hours)

New Year's Eve (4 hours)

Floating Holiday – Admission Day

Floating Holiday – MLK's B-day

Floating Holiday – Unassigned

MEDICAL AND DENTAL INSURANCE

- CalPERS Medical Plans and Delta Dental Plans
- Benefit allowance of \$1,173/month
- Benefit allowance effective July 1, 2015, \$1,189.50/month
- Benefit allowance effective July 1, 2016, \$1,222.50/month
- Balance can be taken as cash back or applied to a deferred compensation plan

VISION INSURANCE (Vision Service Plan)

City paid vision plan for employee and dependents

LIFE INSURANCE (The Standard Insurance)

Term Life equal to employee's annual salary plus

\$25,000 Life & AD&D benefit

Additional term life insurance available through carrier

LONG TERM DISABILITY

Administered through Association

City contributes \$10.95/month

LONGEVITY PAY

Based on the following formula:

<u>Completed Years of Service</u>	<u>Amount Per Pay Period</u>
5 – 9 Years	\$42.02
10 – 14 Years	\$63.04
15 Years and beyond	\$84.06

DEFERRED COMPENSATION

Income may be deferred through plans with ICMA-RC and/or Nationwide Retirement Solutions

City contributes 0.5% of salary for LTD or Deferred Compensation

Option to participate in PARS (Public Agency Retirement System)

TUITION LOAN/REIMBURSEMENT (Fiscal Year)

Maximum loan or reimbursement, including on campus parking fees and textbooks shall be paid at the rate of \$4,126 for undergraduate courses and \$5,062 for graduate courses. Courses, specialized training, or degree programs must be job related and pre-approved by Department Head and Human Resources Administrator.

HEALTH & DEPENDENT CARE SPENDING ACCOUNTS

Maximum \$2,500 Health/\$5,000 Dependent Care annually for 2013

Sign up during Open Enrollment – Calendar Year Plans

EMPLOYEE ASSISTANCE PROGRAM

Through Managed Health Network